



**Fraternal Order of Police**  
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All,

Over the last several years, the BPD has seen a tremendous amount of attrition from our ranks, leaving us some 500 officers short of necessary manpower. Last week, the number of officers actually manning Patrol cars was down to 625 from 660 when PC Harrison arrived in Baltimore. Patrol needs at least 1,000 officers available to appropriately and effectively complete our mission. This number should never include those members that are out on Medical Leave or suspended. The BPD is currently unable to hire enough officers to keep up with attrition let alone increase the required numbers for full staffing. All of which brings us to our current situation!

We are a severely understaffed Police Department, to the point that it is a safety issue for Baltimore's citizens and visitors, but most importantly, our officers. Due to the extensive number of hours that each of you is required to work you are being confronted by sleep deprivation and the loss of the down time necessary to mitigate the stress of our profession. With all of the hours that you are currently working, there are still not enough officers to staff all of the necessary daily overtime positions that exist. And, rather than admitting and addressing the truth of their overtime spending, the Department allows the perception that something nefarious is happening when officers work large amounts of overtime.

Baltimore's long hot summer is now upon us and our health and wellness risks will continue unabated. We urge you to review Policy 318 (Employee Professional Work Week), in which the Department requires that,

**"Any member who believes he/she cannot continue to properly perform assigned duties due to physical and/or mental exhaustion shall notify a Supervisor immediately."**

In accordance with this Policy, if, at the start (or during) of your shift or mandated overtime, you feel as though your health or wellness is compromised, we urge you to notify your Supervisor immediately and at some point, your District Representative. Please summarize all conversations relative to this circumstance on a 95 so that your compliance with Policy 318 is documented, in the event that your request for relief is denied, or a negative action occurs during your shift due to your condition. If your health declines to the point of exhaustion, you should contact your personal physician and follow their advice. You are only a number to this Department and City, but you are mom, dad, sister, brother and friend to others. Please take care of yourselves!

Thank you for all that you do and, above everything else, stay safe!

Mike Mancuso